

## IN THE CLAIMS

Please cancel claim 38.

Please amend claims 3, 14, and 37 as follows.

1. [Original] A method for workforce procurement and management using a hosted network application, the method comprising:

maintaining a plurality of modules accessible at varying levels to different participants in a workforce procurement and management process, the modules comprising,

an exchange module comprising a search function;

a skills fulfillment module comprising,

a skills requirement function for specifying skills required for a project; and

a settlement function for tracking expenditures on a project;

resource management module comprising a work journal function for collecting information about the activity of an individual contractor;

a knowledge management module comprising a reporting function and an analysis function; and

maintaining a database coupled to the plurality of modules.

2. [Original] The method of claim 1, wherein the exchange module further comprises:

a sourcing function for specifying sourcing preference and rules for a project; and

a transaction management function for managing a hiring process including sourcing, interviewing, and negotiation.

3. [Currently Amended] The method of claim 1, wherein the skills fulfillment module further comprises:

- a request for proposal (RFP) function for entering an RFP;
- a work order function for documenting terms and conditions of a project;
- a purchase order function for generating a purchase order in response to an approved work order;
- a logistics management function for facilitating the logistical components of a hiring process including management of blood testing, badging, and facilities;
- a fulfillment management function for managing the fulfillment of sourcing requirements, including maintaining a status of sourcing requirements;[.]
- a risk management function for facilitating the pre-qualification of a contractor and a consultant and for monitoring compliance with government rules and regulations.

4. [Original] The method of claim 1, wherein the resource management module further comprises an expense reporting function.

5. [Original] The method of claim 1, wherein the plurality of modules further comprises:

- a supply management module comprising a supplier network function and a digital portfolio function;
- a supplier workbench module comprising a supplier workbench function; and
- a common functions module comprising:
  - an administration function;
  - a workflow function;
  - a catalog function; and
  - an agreements function.

6. [Original] The method of claim 1, wherein the different participants include a contractor who is an individual contingent worker, a client who is an employee of an enterprise, a recruiter who sells a service of finding contingent workers, and a staffing supplier who sells a service of finding contingent workers, including finding multiple contingent workers to staff a project.

7. [Original] The method of claim 6, wherein the participant includes a contractor, a staffing supplier, and a recruiter, and wherein the predetermined criteria includes a list of staffing suppliers, and a list of skills, and wherein the predetermined criteria are generated by the analysis function.

8. [Original] The method of claim 7, wherein the different participants have varying levels of access to the hosted network application based upon attributes, wherein attributes include personal attributes associated with a participant, and enterprise attributes associated with an enterprise using the hosted network application.

9. [Original] The method of claim 1, wherein the work journal function comprises:

the contractor entering data into a work journal data entity, wherein the entered data comprises,

hours worked;

type of work done; and

comments regarding work done;

a client who is a manager reviewing the work journal data entity;

the manager approving the work journal data entity; and

the manager entering comments into the work journal data entity.

10. [Original] The method of claim 5, wherein the digital portfolio function comprises:

- populating a digital portfolio data entity with data extracted from an electronic resume;

- populating the digital portfolio data entity with data from systems external to the hosted network application; and

- automatically updating the digital portfolio data entity with data from the work journal data entity.

11. [Original] The method of claim 1, wherein the search function comprises;

- performing a search for a contractor based upon predetermined criteria entered by a participant;

- performing a search for a contingent position based upon predetermined search criteria entered by the participant;

- searching the database, including searching a plurality of digital portfolio data entities; and

- searching a plurality of public databases that are not part of the hosted application.

12. [Original] The method of claim 3, wherein the work order function comprises;

- a participant generating a work order based upon a successful search for a contractor;

- at least one participant reviewing the work order at least one level in order to determine whether to approve the work order;

- if the work order is not approved, returning the work order to a level below the level at which it was not approved; and

- collecting data regarding the work order, approval, and failure to approve in the database, wherein the knowledge management module accesses the collected data.

13. [Original] The method of claim 12, wherein the work order function further comprises associating a purchase order with the work order when the work order is approved.

14. [Currently Amended] The method of claim 1, wherein the settlement function comprises:

- submitting the approved work journal of a contractor to a staffing supplier associated with the contractor;
- generating an invoice;
- submitting the invoice to the manager for approval;
- i[s]f the invoice is approved submitting the invoice to accounts payable for processing;
- storing data regarding the settlement function in the database, wherein the knowledge management module accesses the stored data.

15. [Original] The method of claim 3, wherein the request for proposal function comprises:

- receiving a request for proposal including a list of required contingent workers and their associated skills;
- linking the request for proposal with a project specification that includes data regarding a project to be staffed;
- generating a search based upon the request for proposal and the project specification, wherein the search uses the exchange module;
- broadcasting at least part of the request for proposal to publicly accessible applications;
- receiving responses to the request for proposal;
- conducting bargaining based upon responses to the request for proposal including auctions and reverse auctions.

16. [Original] The method of claim 1, wherein the reporting function comprises generating at least one report using data including data generated by the plurality of modules and stored in the database.

17. [Original] The method of claim 1, wherein the analysis function comprises:  
automatically performing an analysis of at least one report based upon  
criteria selected by a participant; and  
the participant changing at least one attribute based upon a review of the  
analysis.

18. [Original] The method of claim 1, wherein the hosted network application  
is hosted on the Internet.

19. [Original] A system for workforce procurement and management using a hosted network application, comprising:

- a plurality of web servers for hosting a workforce procurement and management application;
- at least one database server;
- at least one database for storing a plurality of data including the workforce procurement and management application, wherein the workforce procurement and management application includes a plurality of modules accessible at varying levels to different participants in a hosted workforce procurement and management process, the modules comprising,
  - an exchange module comprising a search function;
  - a skills fulfillment module comprising,
    - a skills requirement function for specifying skills required for a project; and
    - a settlement function for tracking expenditures on a project;
  - resource management module comprising a work journal function for collecting information about the activity of an individual contractor;
  - a knowledge management module comprising a reporting function and an analysis function; and
  - maintaining a database coupled to the plurality of modules.

20. [Original] The system of claim 19, wherein the exchange module further comprises:

- a sourcing function for specifying sourcing preference and rules for a project; and
- a transaction management function for managing a hiring process including sourcing, interviewing, and negotiation.

21. [Original] The system of claim 19, wherein the skills fulfillment module further comprises:

- a request for proposal (RFP) function for entering an RFP;
- a work order function for documenting terms and conditions of a project;
- a purchase order function for generating a purchase order in response to an approved work order;
- a logistics management function for facilitating the logistical components of a hiring process including management of blood testing, badging, and facilities;
- a fulfillment management function for managing the fulfillment of sourcing requirements, including maintaining a status of sourcing requirements.
- a risk management function for facilitating the pre-qualification of a contractor and a consultant and for monitoring compliance with government rules and regulations.

22. [Original] The system of claim 19, wherein the resource management module further comprises an expense reporting function.

23. [Original] The system of claim 19, wherein the plurality of modules further comprises:

- a supply management module comprising a supplier network function and a digital portfolio function;
- a supplier workbench module comprising a supplier workbench function; and
- a common functions module comprising:
  - an administration function;
  - a workflow function;
  - a catalog function; and
  - an agreements function.



24. [Original] The system of claim 19, wherein the different participants include a contractor who is an individual contingent worker, a client who is an employee of an enterprise, a recruiter who sells a service of finding contingent workers, and a staffing supplier who sells a service of finding contingent workers, including finding multiple contingent workers to staff a project.

25. [Original] The system of claim 24, wherein the participant includes a contractor, a staffing supplier, and a recruiter, and wherein the predetermined criteria includes a list of staffing suppliers, and a list of skills, and wherein the predetermined criteria are generated by the analysis function.

26. [Original] The system of claim 25, wherein the different participants have varying levels of access to the hosted network application based upon attributes, wherein attributes include personal attributes associated with a participant, and enterprise attributes associated with an enterprise using the hosted network application.

27. [Original] The system of claim 19, wherein the work journal function comprises:

the contractor entering data into a work journal data entity, wherein the entered data comprises,

hours worked;

type of work done; and

comments regarding work done;

a client who is a manager reviewing the work journal data entity;

the manager approving the work journal data entity; and

the manager entering comments into the work journal data entity.

28. [Original] The system of claim 23, wherein the digital portfolio function comprises:

- populating a digital portfolio data entity with data extracted from an electronic resume;

- populating the digital portfolio data entity with data from systems external to the hosted network application; and

- automatically updating the digital portfolio data entity with data from the work journal data entity.

29. [Original] The system of claim 19, wherein the search function comprises; performing a search for a contractor based upon predetermined criteria entered by a participant;

- performing a search for a contingent position based upon predetermined search criteria entered by the participant;

- searching the database, including searching a plurality of digital portfolio data entities; and

- searching a plurality of public databases that are not part of the hosted application.

30. [Original] The system of claim 21, wherein the work order function comprises;

- a participant generating a work order based upon a successful search for a contractor;

- at least one participant reviewing the work order at least one level in order to determine whether to approve the work order;

- if the work order is not approved, returning the work order to a level below the level at which it was not approved; and

- collecting data regarding the work order, approval, and failure to approve in the database, wherein the knowledge management module accesses the collected data.

31. [Original] The system of claim 30, wherein the work order function further comprises associating a purchase order with the work order when the work order is approved.

32. [Original] The system of claim 19, wherein the settlement function comprises:

- submitting the approved work journal of a contractor to a staffing supplier associated with the contractor;
- generating an invoice;
- submitting the invoice to the manager for approval;
- is the invoice is approved submitting the invoice to accounts payable for processing;
- storing data regarding the settlement function in the database, wherein the knowledge management module accesses the stored data.

33. [Original] The system of claim 21, wherein the request for proposal function comprises:

- receiving a request for proposal including a list of required contingent workers and their associated skills;
- linking the request for proposal with a project specification that includes data regarding a project to be staffed;
- generating a search based upon the request for proposal and the project specification, wherein the search uses the exchange module;
- broadcasting at least part of the request for proposal to publicly accessible applications;
- receiving responses to the request for proposal;
- conducting bargaining based upon responses to the request for proposal including auctions and reverse auctions.

34. [Original] The system of claim 19, wherein the reporting function comprises generating at least one report using data including data generated by the plurality of modules and stored in the database.

35. [Original] The system of claim 19, wherein the analysis function comprises:  
automatically performing an analysis of at least one report based upon  
criteria selected by a participant; and  
the participant changing at least one attribute based upon a review of the  
analysis.

36. [Original] The system of claim 19, wherein the hosted network application is hosted on the Internet.

37. [Currently Amended] An electromagnetic medium containing executable instructions  
which, when executed in a processing system, cause the system to perform  
workforce management, wherein performing workforce procurement comprises:  
receiving a staffing requirement for a projects;  
searching a database of digital portfolios to find at least one suitable  
contractor for the project;  
filling the staffing requirement with the at least one contractor; [and]  
automatically updating a digital portfolio of the at least one contractor  
using data entered by the at least one contractor and at least one supervisor of  
the at least one contractor;  
maintaining a work journal for the at least one contractor, including automatically  
updating the work journal, using data input by the at least one contractor and at least one  
supervisor of the at least one contractor regarding job performance of the at least one  
contractor.

38. [Canceled]

39. [Original] The electromagnetic medium of claim 38, wherein performing workforce management further comprises generating payments to the at least one contractor and to third parties using data from the work journal and invoice data entered by a manager.

40. [Original] The electromagnetic medium of claim 39, wherein performing workforce management further comprises generating reports regarding the project using data from the work journal.